

## Vibrance Gender Pay Gap Reporting April 2024

As part of the Government's statutory requirement for organisations with 250 or more employees to report annually on their gender pay. Vibrance has undertaken an extensive Gender Pay audit and has published the results of this work on both the organisation and government websites.

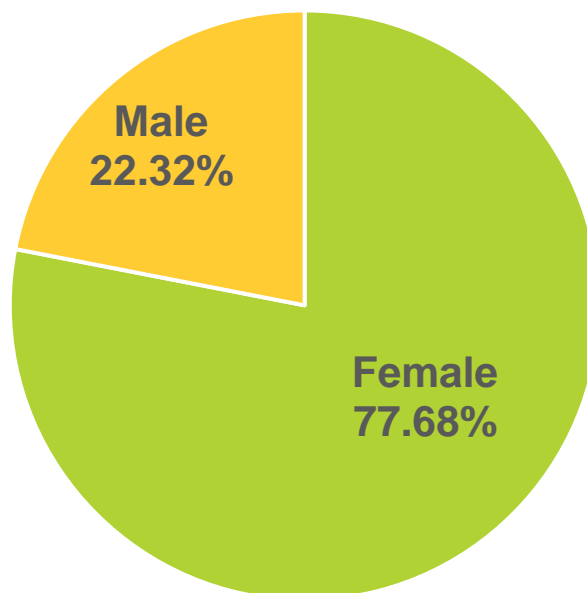
In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Vibrance's 'snapshot' report covers April 2023 and comprises of calculations that show the difference between the average earnings of men and women.

### **Vibrance workforce by gender**

Vibrance is a diverse organisation with a predominantly female workforce, and we are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Vibrance understands it is unlawful to pay people unequally because they are a man or a woman. Furthermore, Vibrance is committed to removing unfair bias practices, by firstly recognising what unfair bias is, recognise how unfair bias affects how we support our customers, and lastly provide awareness training for managers and staff to ensure unfair bias does not feature in our recruitment and in work support practices.

As of April 2023, Vibrance's full pay relevant workforce comprised of **355 Females (77.68%)** and **102 Males (22.32%)**



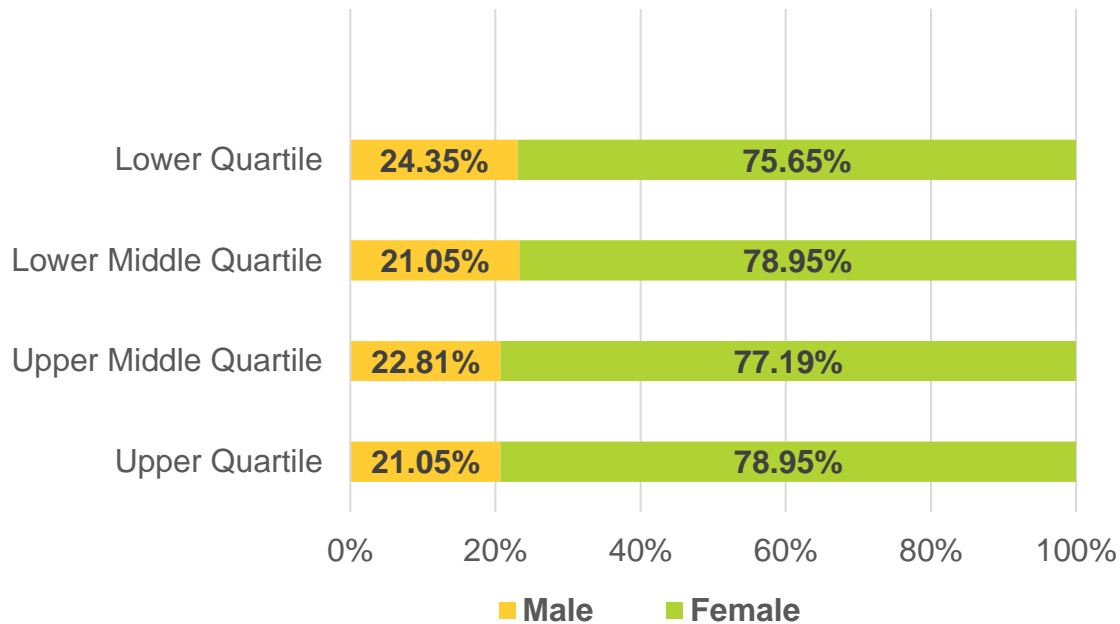
■ Female ■ Male

### Factors affecting Mean averages and outcome

In Vibrance’s Mean average within each quartile, female staff in lower quartile are paid higher than male staff. There is a difference in Mean average pay among the first 3 quartiles with a significant difference in quartile 4.

The fourth quartile shows that the significant variance occurs among the highest paid staff in the organisation (**Table 1**).

**Table 1** Depicts Vibrance's workforce divided into four quarters based on hourly pay rates, including the lowest-paid of employees (the lower quartile) highest-paid (the upper quartile).



### Mean Gender Pay

Vibrance’s Mean gender pay gap is 4.81% i.e., the Mean pay for males was 4.81% more than the Mean for females. Vibrance’s Mean gender pay gap is significantly lower than that within the Annual Survey of Hours and Earnings (ASHE) which sat at 14.9% in 2023.

### Median Gender Pay Gap

Vibrance has a Median gender pay gap of -0.92% – i.e., female staff are paid more by median.

## Bonus Pay Gap

Vibrance did not make bonus payments to staff and is therefore unable to provide gender pay gap comparison data as of April 2023.

## General overview of Vibrance Workforce

The gender demographic throughout the organisation has not changed significantly, either in terms of distribution throughout our services and departments or in terms of the roles they are employed in. The % of male staff employed by Vibrance has not increase since 2023 with just 102 full pay relevant staff (full pay relevant is the term used under the Gender Pay Guidance to determine which staff should be included in the report).

## Conclusions

Vibrance has increased its Mean gender pay gap of 3.5% from last year's figures, by 1.3% overall, over the last year (**4.81%**). There has been a slight increase to our Median gender pay of -0.92%, which demonstrates female staff receive more pay by our median score.

We have analysed these statistics and understand the reasons for the Mean gender pay gap are as follows:

1. Vibrance has a higher % of male staff employed in geographical areas that attract London Waiting Allowance (LWA).

I, Paul Allen, Chief Executive, confirm that the information in this statement is true and correct.

Signed            Paul Allen



Date              April 2<sup>nd</sup>, 2024